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ABSTRACT

This document lists staff development components in the Cherry Creek Schools of metropolitan Denver. A brief overview stresses that the establishment of the office of the Director of Staff Development in the Cherry Creek Schools reflects a recognition of the need for more active participation of local school districts as well as all interested parties in the preservice and induction phases of staff development and the need for training and retraining instructional personnel. The staff development components are listed in outline form and are divided into the following subheadings: (a) preservice and induction; (b) first line upgrading; (c) ongoing inservice activities (including summer workshops, convocations, visitations, observations, and some that use resource specialists and outside consultants); (d) advanced formal planning; and (e) management training. (JA)

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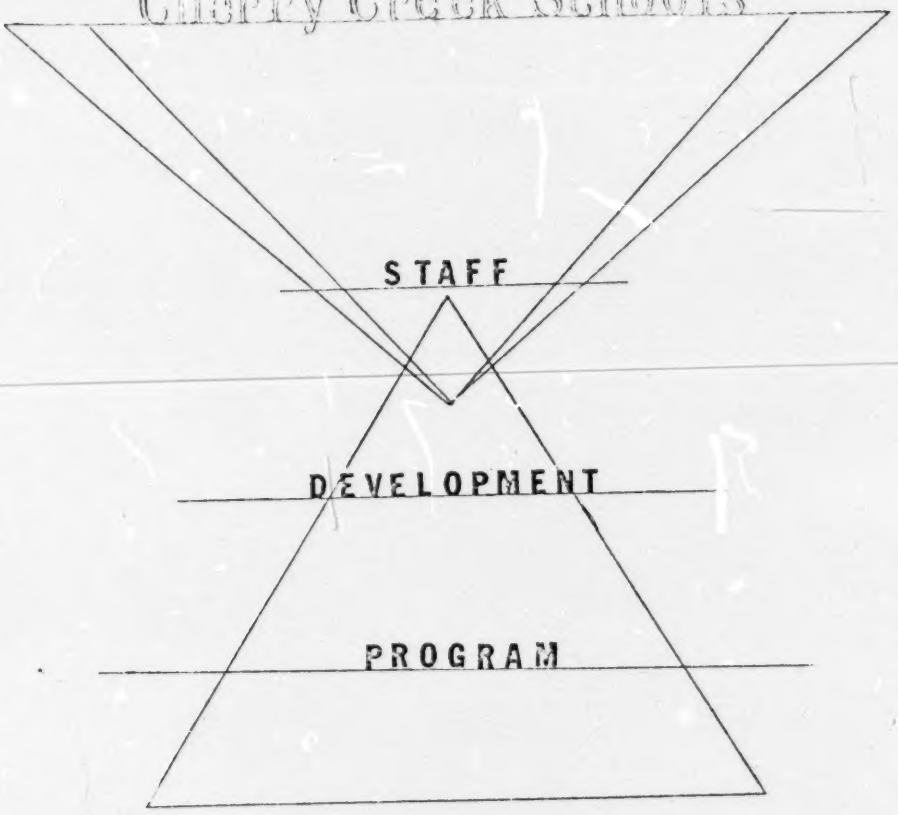


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CHERRY CREEK SCHOOLS
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# STAFF DEVELOPMENT PROGRAM

## A. Overview

The establishment of the office of the Director of Staff Development in the Cherry Creek Schools of Metropolitan Denver recognizes:

1. The need and importance of training and retraining of instructional personnel as an important component to any approach to program upgrading

2. The importance of capitalizing on the strengths of present staff members and at the same time recognizing the weaknesses which need to be corrected

3. The need for local school districts to become more active partners in the preservice and induction phases of the staff development components to the total system

4. The need to encourage all personnel directly associated with the instructional program; including certificated classroom teachers, certificated management personnel, and noncertificated personnel

## B. Staff Development Components

### 1. Preservice and Induction

a. Active partnership with the University of Colorado in the Cherry Creek teacher training program

b. Cooperation with several institutions of higher learning in providing capstone preservice field experiences of high quality to undergraduate trainees

c. Cooperation with other districts in training programs for certificated and especially for noncertificated personnel

d. Provision for sophisticated and gradual induction period for new employees including:

1). Preservice training sessions

2). Close initial supervision through team teaching arrangements

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2. First line upgrading

   a. Assignment of new employees to teaching teams will upgrade the results of the increased interaction or team members in the exchange of ideas, materials, criticism and actual teaching experiences. This is the key element to our staff development program. This is made possible and greatly enhanced by the individual differentiated staffing designs as developed by each building.

   b. Helping teachers (district-wide) to assist all new instructional personnel.

   c. Administration support from the building administrator responsible for staff development.

   d. Administrator support from all district-wide administrative personnel

3. Ongoing in-service activities

   a. Summer Instructional Strategies Workshop

      These summer workshops are organized each summer in cooperation with cooperating institutions of higher learning for both certificated and noncertificated instructional personnel.

   b. Summer Curriculum Workshops

      Workshops designed to implement the districts 5-year curriculum development program. Workshops attended by district instructional personnel develop overall scope and sequences content guidelines for use by teacher teams in implementing individualized curriculum packages for each learner assigned to the team family.

   c. Package Workshop

      Short courses conducted throughout the school year from 2-10 hours in length.

   d. Convocations

      Periodic instructional staff convocations are held primarily for the purpose of hearing outstanding educational leaders discuss new teaching techniques; i.e., Adventures in Education Series.

   e. Visitations

      Intradistrict and interdistrict visitations are encouraged by providing travel funds, substitutes, and released time.

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f. Building Staff Study

Frequently shortened teaching days are provided for the purpose of providing needed staff study time in each building unit. In addition, informal summer and weekend sessions are often scheduled by building staffs.

g. Team Planning

The organization of teacher teams aids the encouragement of variable schedules for people assigned to the team, provides the opportunity for staff study of curriculum content, and allows for the development of instructional strategies.

h. Resource Specialists

District-wide full time and part time subject matter and methodological resource specialists are provided to assist instructional personnel.

i. Outside Consultants

Outside consultants are provided, as requested, to assist the staff and to suggest program improvements.

j. Observation

Using the APSS instrument designed to measure the presence or absence of predetermined coordinates ("indicators of quality"), instructional staff members are trained to observe the activities of other classroom teachers and students. By so doing, it is asserted that the staff members so trained and used, will become better teachers through participation in this process.

k. Planning

Each school building staff is required by Board policy to develop and annually update a five-year plan in at least the following areas: facilities, personnel, curriculum, instruction staff development, program evaluation, and funding. It is asserted that the staff members so involved will by this process improve their knowledge of commitment to competencies in these program components.

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4. Advanced Formal Training

A highly structured "Professional Growth Plan" requiring the pre-approval of all advanced formal university (and other) training by management representative, is provided all instructional personnel. This program insures the continued education of instructional personnel which will be of benefit by both the employee and the employer.

5. Management Training

Management training seminars are planned to provide inspiration, information, new skills training and general assistance as needed and requested by the Administrative Council.